

HQUSACE
Washington, DC
24 1700Z July 2026

WARNORD 1 to OPERATION ORDER 2026-70 (USACE Transition to AcqDemo)

References:

a. OPORD 2025-47, USACE Orders Process, 21 NOV 24.

1. Situation.

a. Purpose. The U.S. Army Corps of Engineers (USACE) is requesting approval from U.S. Army Acquisition Support Center (USAASC) to convert eligible employees into the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project, known as AcqDemo. AcqDemo is a personnel system written into Statute by Congress, designed to provide a more flexible and responsive framework that rewards employee contribution and gives managers greater personnel flexibility in support of the acquisition mission.

b. Background.

(1) AcqDemo is an alternative pay and personnel management system used across parts of the Department of Defense acquisition workforce. It is intended to attract, motivate, retain, recognize, and reward high-quality professionals by linking compensation more directly to documented contribution and mission outcomes rather than relying primarily on longevity-based progression under the General Schedule structure.

(2) Under AcqDemo, employees are generally placed into broadband salary groups instead of the traditional GS grade-and-step structure. AcqDemo also provides managers and organizations with increased flexibilities in staffing, classification, performance management, compensation, and employee development.

(3) In order to be eligible for conversion into AcqDemo, an employee's position must be:

(a) General Schedule (GS).

(b) at the full performance level.

(c) not covered by a bargaining unit unless a written agreement is made with the union.

c. Approval Authority. USACE must obtain approval from USAASC before converting eligible employees into AcqDemo. USAASC serves as the Army's proponent for AcqDemo and is responsible for overseeing implementation, ensuring compliance with governing authorities, and synchronizing component level plans across the Army

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acquisition workforce. Accordingly, USACE will submit a formal request and supporting business case to USAASC for review and approval, to include proposed population, timelines, and implementation strategy, prior to executing any conversion actions.

2. Mission. USACE will begin a deliberate and phased approach to transition its eligible workforce into AcqDemo. USACE intends to convert all eligible civilian employees to AcqDemo by the end of FY28.

3. Execution.

a. Commander's Intent. USACE will conduct a phased implementation of AcqDemo for all eligible General Schedule personnel, synchronizing planning across MSCs, districts, centers, and HQ elements to meet an end state of full conversion of the eligible population by the end of FY28.

(1) Purpose. To better attract, motivate, retain, recognize, and reward high-performing professionals, align pay with contribution and mission outcomes, and enhance organizational agility in support of the USACE mission.

(2) Key Tasks.

(a) Secure Approval and Establish Transition Team. Develop and submit a formal AcqDemo organizational conversion package to USAASC (including populations and phasing) and establish a USACE Enterprise Transition Team to oversee implementation and adjudicate issues.

(b) Define and Sequence Conversion Populations. Identify all eligible employees, designate the initial conversion population and follow-on groups, and align each tranche to an implementation timeline that supports mission continuity and resource availability.

(c) Build and Train Pay Pool Structures. Design pay pool structures aligned to the chain of command, select and train pay pool managers, administrators, and panel members, and publish internal procedures consistent with Army and DoW AcqDemo guidance.

(d) Resource and Execute Strategic Transition Plan. Develop a transition plan that covers communication, workforce engagement, training for supervisors and employees, HR and CHRA support, and detailed guidance on broad banding, buy-in, and contribution planning.

(e) Conduct Conversion Execution and Assessment. Execute conversion actions for the initial population, monitor impacts (readiness, turnover, cost, TLM/OH), capture lessons learned, and refine processes and timelines before converting follow-on groups.

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(3) End State. USACE has transitioned all approved eligible personnel to AcqDemo through a deliberate phased approach beginning with an initial conversion population and followed by later conversion groups. The workforce operates under an approved contribution-based system that supports mission accomplishment, rewards performance and contribution, and provides leaders with the personnel flexibilities necessary to manage talent effectively while sustaining readiness and mission delivery.

b. Concept of Operations. USACE will conduct AcqDemo implementation by phased organizational conversion. An initial conversion population will transition first, followed by additional approved groups in later phases, enabling the command to sequence resources, training, and leadership attention while incorporating lessons learned before subsequent conversions. Subsequent implementation will be assessed continuously to mitigate risk to workforce readiness, morale, and enduring labor costs while preserving mission delivery.

c. Tasks to Staff. (HQ USACE and Directorates)

(1) G-31. BPT coordinate an approval for Change Management Plan, as it relates to AcqDemo.

(2) CECT. BPT provide a minimum of 1 POC to serve on the AcqDemo Transition Team as Acquisition SME.

(3) CEHR. BPT provide sufficient staff to lead and facilitate the Enterprise AcqDemo Transition Team and to support the MSC/Center transition teams.

(4) CERM. BPT provide a minimum of 1 POC to co-lead the AcqDemo Transition Team.

d. Tasks to Subordinate Units.

(1) BPT identify a primary POC to coordinate implementation within AOR with the USACE AcqDemo Transition Team.

(2) BPT establish transition teams to facilitate tasks related to conversion into AcqDemo within their AOR.

(3) MVD.

(a) BPT provide 1 SME to serve on AcqDemo Transition Team, due to MVD's early conversion into AcqDemo. This SME will provide Best Practices, Lessons Learned, and advice on USACE strategic approach to conversion.

(b) BPT convert all eligible employees into AcqDemo in FY27.

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e. Coordinating Instructions.

(1) USACE will implement AcqDemo through a phased conversion approach consisting of an initial conversion population followed by additional conversion groups at later dates, as approved by USAASC and directed by HQUSACE.

(2) No organization will execute conversion actions until USAASC approval is obtained and HQUSACE publishes implementing guidance, approved timelines, and designated conversion populations.

(3) All commands will support workforce communication and change management efforts to ensure employees understand the purpose of AcqDemo, the phased conversion construct, and expected impacts to appraisal, pay progression, broad-banding, and awards.

(4) Supervisors, managers, HR representatives, and designated pay pool personnel will complete required AcqDemo training prior to execution of any conversion actions or pay pool operations.

(5) Employees identified for conversion will receive official notification prior to their effective conversion date. Notification will include projected AcqDemo position information and conversion-related personnel information as required by implementing guidance.

(6) Conversion planning will include validation of buy-in costs, resource requirements, training needs, and projected impacts to TLMs, overhead rates, manpower processes, and mission support functions before each conversion tranche is executed.

(7) Lessons learned from the initial conversion population will be captured and incorporated into planning, training, and execution for all follow-on conversion groups.

(8) Questions will be elevated through the chain-of-command to CEHR for coordination with USAASC and HQDA, as appropriate.

f. Timelines. TBP.

4. Sustainment. TBP

5. Command and Signal.

a. Command. HQUSACE

b. Points of Contact.

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FOR THE COMMANDER

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LTG

OFFICIAL:

LWR

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